

## Anti-Trust Policy

### 1. Introduction

This policy outlines our commitment to comply with UK anti-trust laws and regulations to promote fair competition and prevent anti-competitive practices. Our goal is to ensure that our business operations adhere to the principles of fair competition, benefiting both consumers and the market.

### 2. Scope

This policy applies to all employees, contractors, and third parties involved in our business operations.

### 3. Legal and Regulatory Compliance

We comply with the following UK laws and regulations:

- **Competition Act 1998:** Prohibits anti-competitive agreements and abuse of dominant market positions.
- **Enterprise Act 2002:** Provides for the investigation and enforcement of competition law, including criminal sanctions for cartel conduct.
- **Consumer Rights Act 2015:** Enhances consumer protection and competition law enforcement.
- **UK Competition and Markets Authority (CMA) Guidance:** Provides detailed guidance on compliance with competition laws<sup>[1][2]</sup>.

### 4. Anti-Competitive Practices

We strictly prohibit the following anti-competitive practices:

- **Price Fixing:** Agreements between competitors to fix prices, which can include setting minimum or maximum prices.
- **Market Sharing:** Agreements between competitors to divide markets or customers, which can include geographic or customer-based divisions.
- **Bid Rigging:** Collusion between competitors to manipulate the outcome of a bidding process.
- **Abuse of Dominance:** Practices by a dominant company that unfairly limit competition, such as predatory pricing or exclusive dealing.

### 5. Compliance Measures

To ensure compliance with anti-trust laws, we implement the following measures:

- **Training and Awareness:** Regular training for employees on anti-trust laws and the importance of compliance.
- **Monitoring and Reporting:** Continuous monitoring of business practices and a clear reporting mechanism for suspected anti-competitive behaviour.

- **Internal Audits:** Regular audits to ensure compliance with anti-trust laws and internal policies.
- **Legal Review:** Regular review of contracts and agreements by legal counsel to ensure compliance with competition laws.

## 6. Reporting and Accountability

All employees are responsible for adhering to this policy. Any breaches or concerns should be reported to the compliance department or relevant authorities. We encourage a culture of transparency and accountability to uphold the principles of fair competition.

Signed:



Name: Siobhan Hamill

Position: Managing Director

Date: 01/02/2025



**RAYAN**  
FACILITIES MANAGEMENT LTD